

Organizations and the Psychological Contract

Peter Makin

Cary Cooper

Charles Cox

Organisations And The Psychological Contract Managing People At Work

Neil Conway, Rob B. Briner



Organisations And The Psychological Contract Managing People At Work:

Organisations and the Psychological Contract Peter Makin, Cary L. Cooper, Charles Cox, 1996-04-11 This is an excellent text for practising managers and students on management and occupational psychology courses It deals with all aspects of organisational life from recruitment and selection to motivation leadership and organizational change The book provides a comprehensive coverage of all aspects of behaviour at work

Organizations and the Psychological Contract Peter J. Makin, Cary L. Cooper, Charles Cox, 1996-07-17 Contracts in employment are of two kinds the formal written contract and the equally important informal and unwritten psychological contract how people think they should be treated Both involve rights obligations and expectations on the part of the employer and the employee and a breach in one can have important effects on the other For example how people feel they are being treated by the organization can affect their perception of their levels of pay

Organizations and the Psychological Contract has two main aims in exploring these issues to act as a handbook for practicing managers and as a basic text in management courses

Organizations and the Psychological Contract has two main aims in exploring these issues in the organizational context to act as a handbook for practicing managers and as a basic text in management courses Relevant theories are explained and developed using practical examples self assessment exercises and case studies This is a revised and much expanded version of *Managing People at Work* with the addition of chapters on Selection and Career Development Understanding and Coping with Change Empowerment and Self Management and the Behavioural Approach to Motivation As well as undertaking research into many aspects of organizational life the authors have many years experience as consultants acting for industrial and commercial organizations in all sectors of the economy

Understanding Psychological Contracts at Work Neil Conway, Rob B. Briner, 2005-11-17 How can we understand the relationship between employer and employee What determines the give and take of such relationships and what happens when they go wrong This text is a comprehensive overview of what is now the major way of trying to understand the employment relationship the concept of the psychological contract

The Psychological Contract: Managing And Developing Professional Groups George, Christeen, 2009-10-01 The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research including the psychological contract social identity theory theories of career development and retention The author uses real life examples and short case studies to situate psychological theory within organizations

Managing People and Organizations in Changing Contexts Graeme Martin, 2016-03-31 *Managing People and Organizations in Changing Contexts* addresses the contemporary problems faced by managers in dealing with people organizations and change in a theoretically informed and practical way This textbook approaches people management from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour and human resource management This new edition considers new emerging organizational forms such as e-lancing and recent management concerns such as employee engagement de

professionalization and the growing challenges of social media Built around a chapter framework that connects different themes to managerial action and practices this textbook covers a wide range of topics including managing at the individual group and organizational levels change management managing creativity and innovation and corporate governance and corporate social responsibility There is an increased international flavour reflected in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors This text will be relevant to practising and aspiring managers studying people management organizational behaviour and change management

Handbook of Research on the Psychological Contract at Work Yannick Griep, Cary Cooper, 2019 The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions attitudes and behaviors in the workplace Although the psychological contract has been explored extensively over the last 50 years numerous theoretical conceptual empirical methodological and analytical changes have pushed the field forward As such it is time to take stock and move forward The contributors to this Handbook explore in detail this important component of modern management thinking

Managing People in Sport Organizations Tracy Taylor, Alison Doherty, Peter McGraw, 2008 This work provides a comprehensive overview of the theory and practice of managing people within a human resource management framework It provides the reader with the skills they need to understand and work with people in sport organizations

Psychological Contracts in Employment Denise M. Rousseau, René Schalk, 2000-05-17 The relationships between workers and firms are changing worldwide Nowhere is this more evident than in the psychological contracts of employment that is the obligations workers owe to their employer and vice versa Psychological Contracts In Employment contains the cross national perspectives of organizational scholars from 13 countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences The author team assembled by Editors Denise Rousseau and Ren Schalk includes social scientists with deep knowledge of the particular societies they describe and whose personal scholarship involves psychological contract phenomena locally as well as abroad Readers of Denise Rousseau's award winning book Psychological Contracts in Organizations Sage 1995 will welcome the extension of this ground breaking work into the global arena Both the introductory and concluding chapters written by the editors provide several themes to structure and frame the book's content Every chapter in this volume maintains a clear focus on the importance of a cross cultural perspective on psychological contracts for today's managers social scientists and public policy makers

Managing People at Work John Wallace Hunt, 1979

Managing People in the New Normal Richie Perera, 2022-12-06 About the Book The world of work has changed dramatically We now live in a world where the use of terms such as hybrid working and the new normal have become the norm words never uttered in the world of work before the pandemic Technology such as Zoom and Teams which now play a crucial and integral part in the way we work was unheard of The new normal whatever it is and whatever it will

become brings with it a host of new challenges for organisations and managers These challenges are brand new and unique They have not been explored or studied to establish best practices for the new normal we now work and live in It has left organisations and managers disorientated Whether you are a shareholder a business owner a CEO a manager or the managed this book outlines new thoughts and principles for managing people in the new normal based on mental health and wellbeing New thought and principles that can leverage the human element to shift the thinking and behaviour of organisations It presents an ideology based on human connection and wellbeing with the power to slingshot the working world into a far better and brighter future If you work you must read Managing People in Changing Organizations Graeme Martin, 2024-09-03 *Managing People in Changing Organizations* addresses the contemporary problems faced by managers in dealing with people organizations and change in a theoretically informed and practical way It does so by drawing on classic studies in management up to date research including the author's own case studies and reflective exercises This textbook approaches people management and organizational development from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour change management and human resource management This third edition incorporates new research and recent changes in technology including artificial intelligence work and job design and additional insights into innovation corporate governance and sustainability Built around a chapter framework that connects different themes to managerial action and practices this textbook covers a wide range of topics including managing at the individual group and organizational levels culture change managing internationally reputation management managing creativity and innovation and corporate governance corporate social responsibility and sustainability There is an increased international flavour reflected in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors The content also reflects the author's recent experience of consulting and managing at board level This text will be relevant to practising and aspiring managers studying leadership people management organizational behaviour and development and change management on courses at later stage undergraduate masters doctoral and executive education levels

Supervisor Psychological Contract Management Maida Petersitzke, 2009-04-26 Maida Petersitzke provides an overview of the literature on psychological contracts and presents a four tier framework that details how organisations can systematically manage the psychological contracts of their employees *Managing the Psychological Contract* Michael Wellin, 2016-05-13 The psychological contract lies at the heart of your relationship with the organisation you work for It is the deal you make with your employer and colleagues at work it is about your mutual expectations and their fulfilment Too often this contract is implicit and left to chance resulting in misunderstanding stress lower commitment and performance The author demonstrates how to use the psychological contract to raise the business game and increase personal fulfilment *Managing the Psychological Contract* is the first book which shows how the psychological contract can be used in practice In

it Michael Wellin advocates going beyond the traditional static view of the psychological contract between the organisation and its employees He shows how to create unique and dynamic customised Personal Deals between people and teams He does this by showing how to make personal deals explicit and mutual and provides practical tips for leaders employees and HR professionals Separate chapters are devoted to leadership culture change and strategic HR management There is also a chapter of practical ideas for individuals who want to change their personal deal at work The author s ideas are based on his own research and consultancy experience as well as the latest business school research The book has a number of case studies showing how different organisations use the psychological contract This is an important and extremely readable book for all those concerned with the improved performance of people and organisations **Managing People** Rosemary Thomson, Andrew Thomson, 2012-05-04

Managing People addresses the perspective of the individual manager whose role includes the management of people as well as issues concerning the organization as a whole The theme of the book is about responding to organizational and environmental change and the people skills that will be required for this in the twenty first century A system model of how the different parts of HR fit together is included with the acknowledgement that different contexts require different approaches and the role of the individual manager is considered within them The stakeholder perspective is examined as it affects the management of people and links human resource management policy and practice to financial results This new edition also reflects the modern move towards performance management as an organizational business strategy The role of leadership at all levels of the organization is also emphasized There is a new chapter on managing challenging situations such as the management of diversity power stress and conflict as well as the handling of grievances and discipline Another new chapter pulls together the increasingly important aspects of the legal regulation of behaviour at work and stresses the move from collective relationships to individual rights in the workplace This text is suitable for use on the Chartered Management Institute Diploma level modules on recruitment and selection managing performance and developing teams and individuals It is also to be used for NVQ courses in HRM at levels 4 and 5 and is valuable for HR Professionals and line managers *Redefining the Psychological Contract in the Digital Era* Melinde Coetzee, Alda Deas, 2021-02-18

This book introduces the psychological contract as a multi level contextual construct and closes some of the knowledge gaps on the nature of the digital era psychological contract The digital era psychological contract gives rise to a new type of employer employee relationship manifesting at the nexus between people and technology in a post COVID 19 world The book volume provides promising new approaches for psychological contract research offering a rich compendium of reflections on the shifts in employer employee expectations and obligations as well as suggestions for future research and practice Chapter contributions are divided into four main sections The Digital Era Contextual Issues and the Psychological Contract Managing the Psychological Contract in the Digital Era Issues for Organisational Practice Managing the Psychological Contract in the Digital Era Issues of Diversity Integration and Conclusion Redefining the

Psychological Contract in the Digital Era is an insightful examination of the evolving nature of the psychological contract presenting novel insights into the antecedents consequences and facets of the new multi level contextual digital era psychological contract The primary audience for this book volume is advanced undergraduate and postgraduate students in industrial and organisational psychology and human resource management as well as scholars in both academic and applied work settings Human resource managers and professionals will also have an interest in this book volume

The Realities of Partnership at Work Martin Upchurch, 2008-11-05 The realities of partnership at work finds evidence of work intensification increased stress and more job insecurity where partnership has been introduced in the workplace This definitive study written by leading authors in the field suggests that partnership is a utopian Third Way project designed to suppress and deny workplace conflict The concept of good partnership following the TUCs six principles of partnership is probed and tested and found to fall short of employees and unions expectations Government and employer efforts to use workplace consensus as a vehicle for productivity growth inevitably exacerbate the tensions between worker and employer interest making prospects for mutual gains illusory Research for this book was funded by the ESRC Future of Work Programme and it includes extensive surveys and interviews in organizations from finance aerospace and the public sector Few subjects could be judged more vital to current policy debates than the prospects for work and employment The Future of Work series edited by Professor Peter Nolan Director of the ESRC Future of Work Programme provides the much needed evidence and theoretical advances to enhance our understanding of the critical developments most likely to impact on people s working lives

Psychological Contracts in Organizations Denise Rousseau, 1995-05-18 Recipient of the George Terry Book Award sponsored by the Academy of Management The incredible number of specific illustrations embedded in this text is a great asset The book will be a good read for a potentially wide academic audience of professors and students especially in psychology and business schools anybody interested in contracts in the nonlegal sense and for thinking managers and practitioners Psychological Contracts in Organizations will become a standard reference in the organizational sciences by 1997 Richard Guzzo University of Maryland College Park This unique book examines the organizational social and psychological meaning of contracts written and unwritten in organizations The author addresses a multitude of important topics including contract making interpretation of contracts contracts that are emerging due to the turmoil and economic forces in the 1990s contract violations and strategies for changing contracts In addition this volume includes a thought provoking discussion of how contracts are linked to an organization s strategy and its human resource practices This outstanding volume concludes with an assessment of societal trends that point to large scale changes in future employment contracts Psychological Contracts in Organizations will capture the interest of advanced undergraduate and graduate students scholars managers and researchers in the areas of organizational behavior management organizational psychology human relations industrial relations law and socioeconomics

Managing People Ted Johns, Izabela Robinson, Jane

Weightman,2005 As part of the CIPD Revision Guides series these revision guides are designed to aid CIPD students in preparing for their examinations Based on the experience and skills of the CIPD Examiners these guides provide comprehensive and relevant information and invaluable advice for students in the lead up to their CIPD examinations There are opportunities to practise exam technique assess knowledge levels and benefit from handy tips on improving exam performance

Managing People in Organizations Thomas Klikauer,2018-10-06 This new and engaging core textbook offers a unique line manager perspective that presents students with HRM topics and issues that they will be confronted with once they enter the world of work in a managerial role It is a concise text that focuses on providing students with all they need to know to equip them with a comprehensive understanding of the role the non HR manager plays in the day to day running of an organization The author s deep understanding and wide ranging knowledge of the subject matter means that the text is firmly founded on the latest research while the case studies topical and international examples and experiential exercises that form a fundamental part of the book ensure that theory is always clearly applied to real world practice This text is an essential companion for MBA and postgraduate students who are studying modules on Human Resource Management or Managing People but who are non HRM specialists and do not require the exhaustive detail found in other HRM texts It is also suited for use alongside upper level undergraduate modules on these topics on mainstream business degrees

Management and Organisational Behaviour Laurie J. Mullins,2002 Presenting a managerial approach to the study of organizational behaviour with an emphasis on improving working performance through a better understanding of human resources this book contains summaries review questions and assignments

Decoding **Organisations And The Psychological Contract Managing People At Work**: Revealing the Captivating Potential of Verbal Expression

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